



# Q1 2014 Employment Confidence Survey

## Highlights

The Glassdoor® quarterly Employment Confidence Survey<sup>1</sup>, conducted online by Harris Poll in March among over 2,000 U.S. adults (ages 18+), monitors four key indicators of employee confidence: salary expectations, re-hire probability, job security and company outlook. For purposes of reporting, employees refers to those employed full or part-time unless otherwise indicated.

Employment Confidence Highlights - Q1 2014		
Indicator	Q1.14	% Change
Layoff concerns — self	15%	<b>no change</b>
Layoff concerns — others	23%	↓ 4
Salary expectations — pay increase in 12 months	44%	↑ 2
Company outlook — better	44%	↑ 2
Re-hire probability (employed)	44%	↑ 3

The first quarter survey also reveals employee vacation time realities, including how much vacation time/paid time off employees actually take, how much they admit working and why while on vacation, among other realities.

## Highlights

### Employee Vacation Realities

#### How Many Employees Receive Vacation

- 78% of those employed full-time/part-time, report they receive vacation or paid time off
- More than one in five (22%) employees report they receive no vacation/paid time off

#### How Much Vacation/Paid Time Off Employees Are Really Taking

- Of employees who receive vacation/paid time off:
  - 85% report taking at least some time off (at least 1%) in the past 12 months
  - 15% report taking no time off (0%) in the past 12 months
  - On average, employees took 51% of their eligible time off in the past 12 months

### Breakdown: How Much Vacation/Paid Time Off Employees Really Take

Percentage of Time Used	Percentage of Employees*
100%	25%
76%-99%	10%
51%-75%	10%
26%-50%	15%
1%-25%	25%
0%	15%

\*Percentage of employees signifies the percentage of employees who receive vacation/PTO who took that much time off in the past 12 months.

### How Many Employees Are Using Vacation Time to Interview for a New Job

- Of employees who took vacation in the past 12 months, one in 10 (11%) report they used vacation/paid time off to interview for another job
- Employees 18-34 years old are doing this more than any other age group, as one in five (20%) admit using vacation/paid time off to interview for another job

### Most Employees Report They Have Worked While on Vacation

- Of employees who have ever take vacation/paid time off, three in five (61%) report doing some work while on vacation
- Those with a total household income of \$100,000 or more (71%) are more likely than those with a total household income of less than \$50,000 (56%), and those with a total household income of \$50,000-\$74,999 (47%) to report this

### Why Employees Work While on Vacation

- Of employees who work while on vacation/using paid time off, they report doing so because:
  - 33% No one else at my company can do the work
  - 28% Fear of getting behind
  - 22% Complete dedication to company
  - 19% Want a promotion
  - 19% Feel like they can't be disconnected
  - 18% Want a pay raise
  - 17% Afraid of not meeting goals
  - 17% Fear of losing job
  - 16% Believe working is better than not working
  - 13% Want to outperform colleagues
  - 6% Afraid of the boss

### What Employees Admit Happens While Working on Vacation

- Among employees who took vacation/paid time off in the past 12 months:
  - 24% Were contacted by co-workers about a work-related matter
    - Those with a total household income of \$75,000-\$99,999 are more likely to have had this happen (33%) than those with a total household income of less than \$50,000 (18%)
  - 20% Were contacted by their boss about a work-related matter
  - 17% Report having a difficult time not thinking about work
  - 9% Report family members complained they were working
  - 6% Admit consuming alcohol while attending to work

## Employer Actions During The Past Six Months

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- Thirty-four percent of employees reported their company made changes to the number of staff, organizational structure, compensation and benefits, or other listed activities in the past six months, down seven percentage points from last quarter
- Of employees surveyed who reported a *positive change* at their organization:
  - Thirty-one percent say they were awarded new stock or compensation, more than double since last quarter (increasing 16 percentage points) and at a high in nearly three years, since Q2 2011
  - Eighteen percent report that health and dental benefits, pay and perks that had previously been cut have been restored, down 24 percentage points since last quarter and at a low in nearly three years, since Q2 2011
- Among employees who reported *negative changes* at their organization:
  - More than half (53%) said they experienced cutbacks or reduced compensation, up seven percentage points over last quarter and up two percentage points since Q1 2013
  - Nearly one in four (22%) reported that they experienced job restructuring or the creation of redundancies, a high since Q4 2008
  - Twenty-three percent reported that they saw reductions in health and/or dental benefits, up three percentage points since the prior quarter

## In The Past 6 Months, What Additions Has Your Organization Made?

(Base: Employees who say their company has changed something positive in the past 6 months.)

	Q2.12 %	Q3.12 %	Q4.12 %	Q1.13 %	Q2.13 %	Q3.13 %	Q4.13 %	Q1.14 %
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock	50	61	65	56	47	76	61	76
Awarded new stock or other compensation	22	24	22	24	21	19	15	31
Initiated large scale hiring	25	33	25	21	33	18	21	24
Restored health and dental benefits, pay and perks previously cut	44	30	22	37	40	30	42	18

## In The Past 6 Months, What Negative Changes Has Your Organization Done?

(Base: Employees who say their company has changed something negative in the past 6 months.)

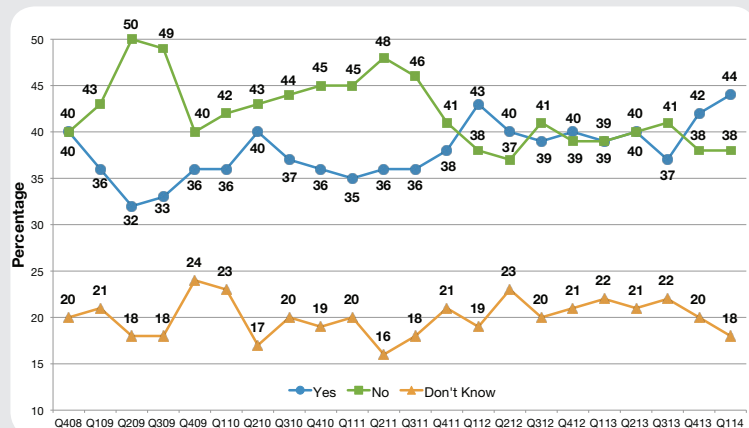
	Q2.12 %	Q3.12 %	Q4.12 %	Q1.13 %	Q2.13 %	Q3.13 %	Q4.13 %	Q1.14 %
Made changes or reduced compensation (net)	59	54	47	51	47	56	46	53
Reduced individual's pay/bonus amount/didn't pay bonus	28	32	25	22	28	32	25	25
Initiated or communicated bonus reductions or eliminations	13	9	9	9	8	13	8	11
Laid off employees and/or communicated plans to lay off employees	38	45	43	39	47	40	39	42
Reduced health and/or dental benefits	14	17	24	20	20	18	20	23
Initiated or communicated hiring freezes	21	23	22	17	21	22	24	17
Restructured job/created redundancy	15	16	14	16	15	15	18	22
Initiated furloughs, unpaid leave, mandatory vacation	11	17	13	18	20	12	13	16

## Salary Expectations In The Next 12 Months

- Forty-four percent of employees expect to receive a pay raise or cost-of-living increase in the next 12 months, up two percentage points since last quarter and at its highest level in more than five years, since Q408. Two in five (38%) do not expect a pay raise, unchanged since last quarter, while one in five (18%) don't know
- Pay confidence is higher among men (49%) than women (38%), and significantly more so among younger men. 62% of men aged 18-34 expect a pay raise in the next 12 months, compared to 44% of women in the same age group

### Salary Expectation: Expect Pay or Cost-of-Living Increase in Next 12 Months

(Base: Employed full/part-time)



## Job Security In The Next Six Months

- Fifteen percent of employees reported concerns of being laid off in the next six months, consistent with the last two quarters and holding on to a low since Q408
- Employees concerned about co-workers being laid off in the next six months dropped this quarter to 23%, down four percentage points from last quarter and at a new low in more than five years, since Q408

## Job Market: Re-Hire Probability In The Next Six Months

- Employees' (including those self-employed) expectations surrounding their ability to find a job matched to their experience and current compensation levels in the next six months increased three percentage points to 44%, a high in more than four years, since Q309. One in three (31%) are uncertain and one in four (24%) think it is unlikely they could find a job
- Rehiring confidence is highest among younger workers, 18-34 years old (53%)
- Those unemployed but looking have more uncertainty (39%) than optimism that they will find a job in the next six months (31%); and, one in four (26%) of those unemployed but looking say it is unlikely they could find a job

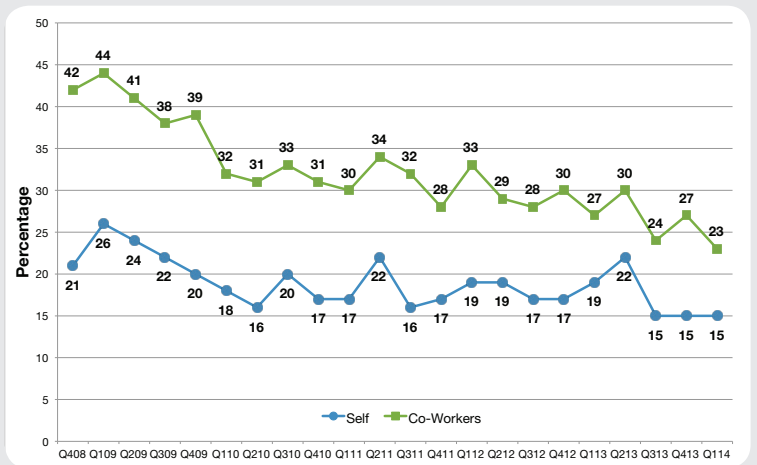
## Business Outlook In The Next Six Months

- Nearly half (47%) of employees (including those self-employed) believe their company's business outlook will stay the same in the next six months, a decrease of one percentage point since last quarter. Forty-four percent believe it will get better, up two percentage points since last quarter, while one in ten (9%) believe it will get worse, down one percentage point since last quarter
- More men (48%) than women (40%) believe their company's business outlook will get better in the next six months

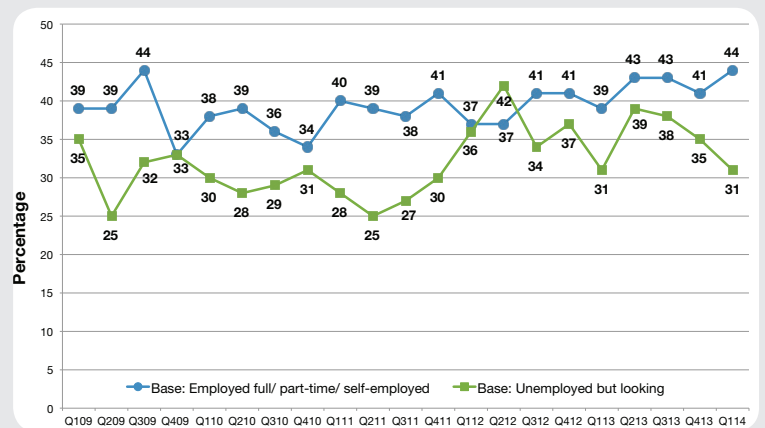
## Methodology

*This survey was conducted online within the United States by Harris Poll on behalf of Glassdoor from March 12-14, 2014 among 2,022 adults ages 18 and older (among whom 952 are employed full-time/part-time). This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables, please contact [pr@glassdoor.com](mailto:pr@glassdoor.com).*

## Employees Concerned About Layoffs in Next 6 Months (Base: Employed full/part-time)



## Re-Hire Probability: Question: Ability to find job matched to experience and compensation level in next 6 months Answer: Very likely (or) somewhat likely



## Business Outlook: Next 6 Months (Base: Employed full/part-time; self-employed)

